



FCP101 Toolkit

Storyboard

An Overview of the
Forward Compatible Pay System



Your Financial Partner @ W

Toolkit Storyboard

- Background Information
- Overview of E-learning Course
- Overview of Web Practice Seminar
- Overview of additional deployment tools

Background Information: Needs Analysis

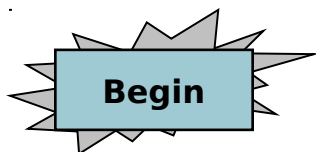
Course Objectives: *“What do they need to know and do?”*

1. Understand the criteria for and benefits of choosing FCP
2. Learn the basic terminology of major system components that make up Forward Compatible Pay (FCP)
3. Explain the various payroll functions and key features of each major component
4. Know the difference in characteristics of using a a relational-database structure, verses the flat-file structure of DJMS
5. Know the future goal of the Defense Integrated Military Human Resource System (DIMHRS) and process to achieve that goal
6. Understand the impact of how FCP changes the way Military Pay will be processed in these key areas:
 - a. Transaction & tour types
 - b. The pay computation model
 - c. Deductions and Allotments
7. Gain experience through observed practice in a web seminar.



Welcome to FCP101 Toolkit

These resources are for people in DoD who will perform work using the Forward Compatible Pay System





FCP 101 Toolkit

Begin

Begin E-learning Course

Download

Download copy of E-learning Course slides (present to local staff, etc)

Access

Access recording of Web Practice Seminar, Frequently Asked Questions, etc.

Download

Download copy of post course tools (reminders, present to local staff, etc)

Exit

FCP101 Overview

This course includes the following modules:



Estimated
Module Time to Finish

This course includes the following modules:

1. Introduction
2. Future of Military Pay
3. Solution: FCP
4. FCP Technology
5. FCP Impact
6. FCP Transactions
7. Review
8. Course Quiz



FCP 101

Storyboard

MODULE 1: Introduction



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Why Replace DJMS?

DJMS has been the military payroll system for a long time. Why is it being replaced?

1. Built on 1970s Technology

DJMS was developed in late 60s. A lot has changed in computing and technology in the last 30 years!

2. Backlog of Service Requests

A backlog of service requests is overwhelming. These requests could fix taxation, legislative and operational problems. Unfortunately, the cost to develop and apply these 'fixes' is extensive and, due to system design, some of the changes aren't even feasible.

3. Manual Work-Arounds

Due to this backlog of service requests, many pay requirements aren't being met using the system as designed. Massive amounts of work arounds are performed to ensure service members get paid.

4. Evolving Changes in National Defense Policy

National Defense Policy has shifted to heavy utilization of reserve component members. DJMS was designed to support a large Active Duty population with a small reserve component.

5. System Doesn't Support Mobilization of Guards or Reservists

These changes in defense policy aren't effectively supported in DJMS.

6. Significant Effort is Required to Maintain Two Operationally and Technologically Different Systems

The money, time & resources needed to support two highly complex military pay systems is significant.

Learning Resources

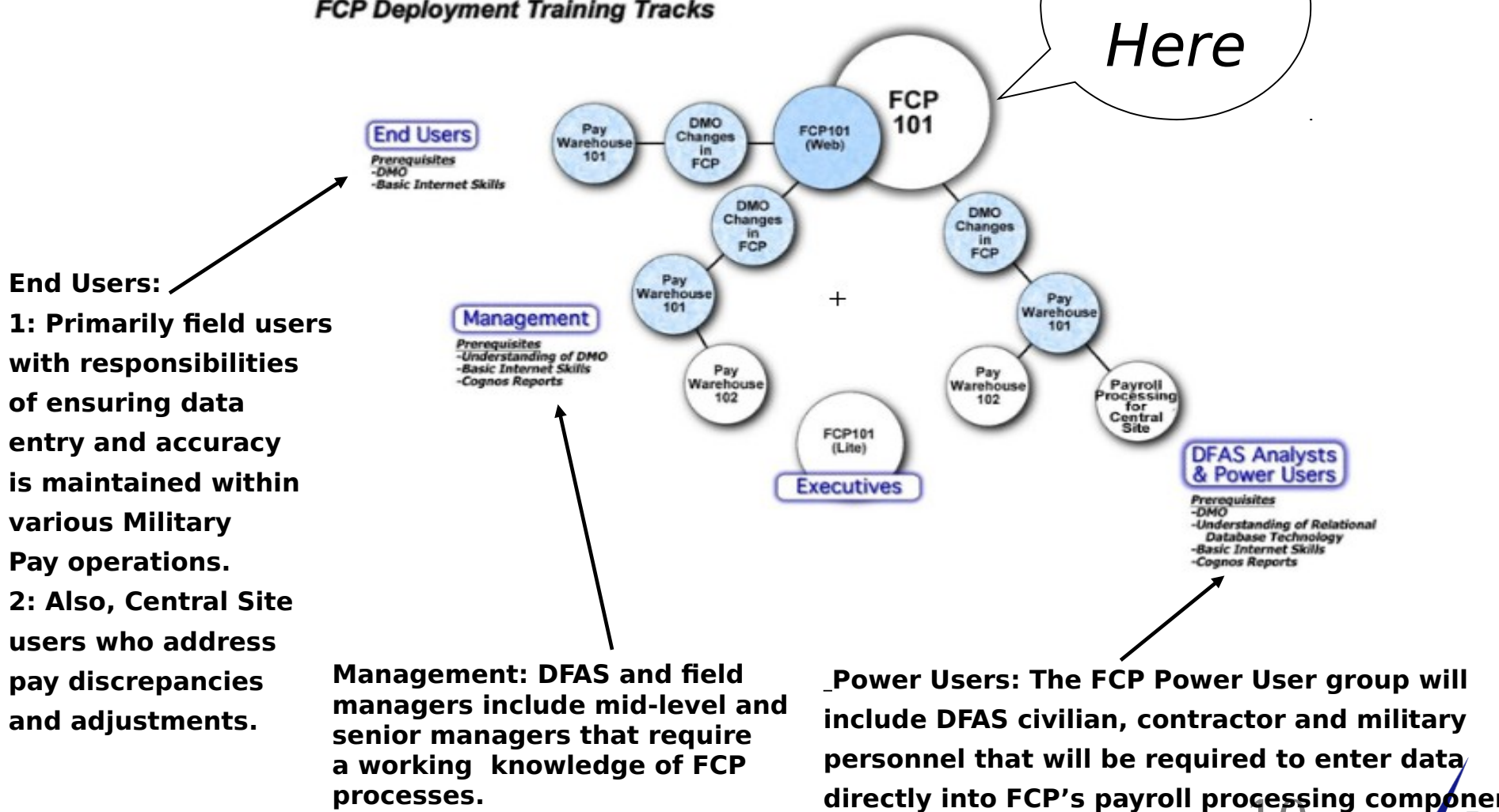
The training curriculum for FCP rollout is extensive. There are a number of training tracks that have been developed to ensure that appropriate resources get the training they need to perform their jobs.

Training Tracks for:

- End Users
- Power Users / DFAS Analysts
- Managers
- Developers (Maintenance & TSO)
- Testers

Learning Resources

FCP Deployment Training Tracks

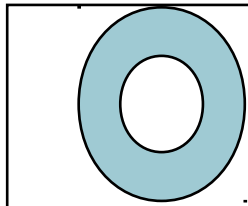


Learning Resources

To maximize your FCP learning:

1. Complete this e-learning course first to understand the basics.
2. Participate in the FCP101 Webinar for practical application (bring your questions!).
3. Follow-up using the tools that came with this kit, to retain key concepts.
4. Rely on the central repository of information.

1. E-learn



2. Webinar



3. Tools



4. *<https://dfas4dod.dfas.mil/systems/fcp/LearningResources>

FCP101 Overview

This course includes the following modules:

1. Introduction
2. Future of Military Pay
3. Solution: FCP
4. FCP Technology
5. FCP Impact
6. FCP Transactions
7. Review
8. Course Quiz

Learning Objectives

- 1. Understand the criteria for and benefits of choosing FCP.**
- 2. Learn the basic terminology of major system components that make up Forward Compatible Payroll (FCP).**
- 3. Explain the various payroll functions and key features of each major component.**
- 4. Know the difference in characteristics of using a relational-database structure, versus the flat-file structure of DJMS.**
- 5. Know the future goal of the Defense Integrated Military Human Resource System (DIMHRS) and process to achieve that goal.**
- 6. Understand the impact of how FCP changes the way Military Pay will be processed in these key areas:**
 - a. Transaction & tour types**
 - b. The pay computation model**
 - c. Deductions and Allotments**
 - d. Transaction flow through components**
 - e. Transaction preparation, steps, tools**
 - f. Types of Reports**
- 7. Gain experience through observed practice in a web seminar.**

Security/Privacy Reminders

1. The system will automatically deactivate the user's access after 3 failed attempts.
2. Your password may periodically expire.
3. All data processed by FCP is considered to be sensitive but unclassified data.
4. The loss, misuse or unauthorized access to or modification of this information could adversely affect the national interest or privacy that individuals are entitled to under The Privacy Act (sec 52a of Title 5) therefore passwords and logins must not be shared or compromised.
5. Users will have access restricted to system functions required for them to do their work.
6. The security function provides an audit tracking system to track what action users perform in the system.
7. The audit trail contained in FCP must be protected from unauthorized access or destruction. No individual, regardless of access level, can overwrite the audit trail.





FCP101 Course ***Storyboard***

Module 2: The Future of Military Pay



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Why is a new Payroll and Personnel system needed?

The existing payroll system – DJMS:

- Is Built on 1970s Technology
- Has a backlog of Service Requests
- Needs a growing number of Manual Work-Arounds
- Is not compatible with evolving changes in National Defense Policy
- Lacks support for Mobilization of Guards and Reservists

Significant effort is required to maintain two operationally and technologically different systems. As time passes, the scope of this problem is growing! A change is needed...

What is the goal of this change?

- The ultimate objective of this change is to combine all service members, regardless of branch or component, into one system.
- This will help the Department of Defense support the combined personnel and military pay needs of their members, management and customers.



What is this ultimate objective called?

- Defense Integrated Military Human Resources System: DIMHRS
- To learn more about DIMHRS, go to the web site:

<http://www.dimhrs.mil>

Some Facts about DIMHRS

(DIMHRS is pronounced “dime-ers”)

DIMHRS will:

- Be the Largest COTS Human Resources System in the World
- Support 3.1 Million Active, Reserve and National Guard Service Members
- Support Full Mobilization
- Support 869 Military Personnel & Pay Locations
- Accommodate 80,000 Concurrent Users
- Process \$93 Billion in Pay and Allowances
- Replace Approximately 80 Legacy Systems



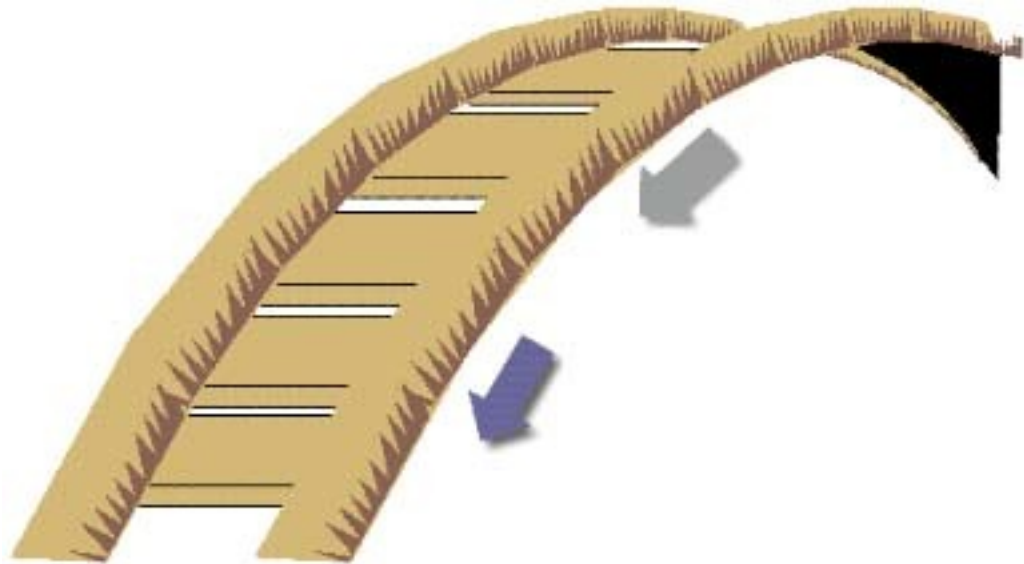
How will this happen?

The changeover to DIMHRS will occur in two phases.

Step 1. Replace DJMS with a pay system designed to support military pay activities and that is forward compatible to the DIMHRS program.

This will provide a "bridge" between the past and the future of military pay.

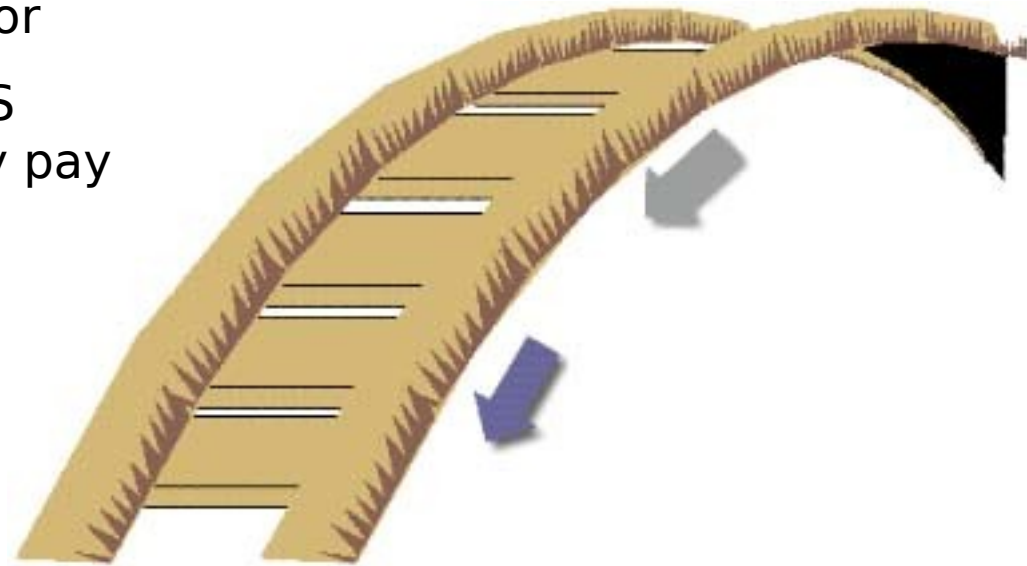
Step 2. Move to DIMHRS



Choosing a “Bridge Solution”

In order to determine the best, most efficient bridge solution between DJMS and DIMHRS, three options were evaluated:

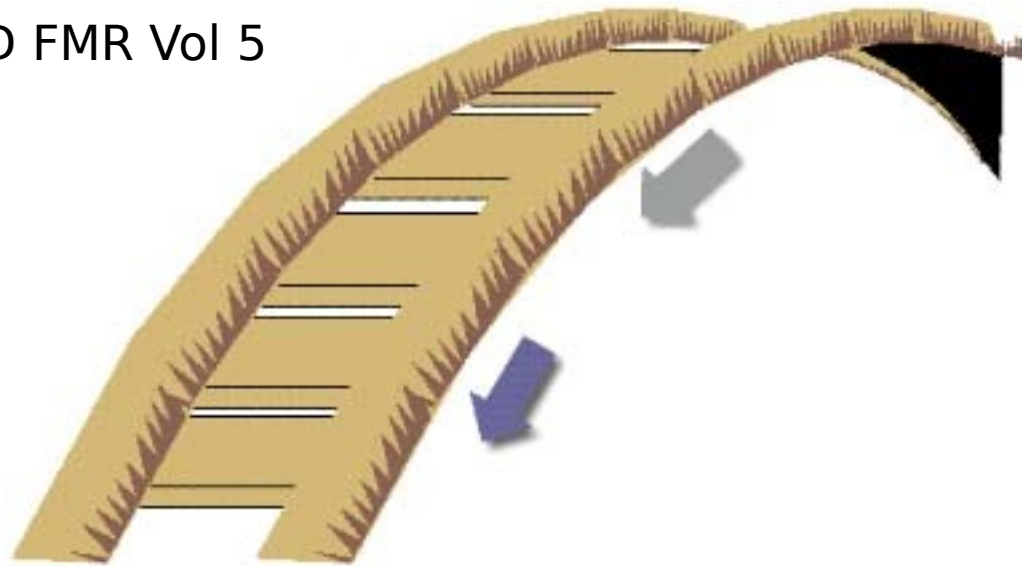
- 1) Enhance DJMS to bring it to acceptable and modern standards
- 2) Modify the Marine Corps Total Force System (MCTFS) to operate with Army, Navy and Air Force personnel and accounting systems, or
- 3) Assemble a COTS/GOTS component-based military pay system



Choosing a “Bridge Solution”

The criteria used to evaluate the three possible bridge solutions:

- Cost
- Risk
- Probability of Success
- Compatibility With DIMHRS
- Accordance With the DOD FMR Vol 5 & 7A
- Other Factors



The Solution

This new system which was chosen as an interim pay solution is FCP (“Forward Compatible Payroll”).

FCP is being designed to be “forward compatible” with DIMHRS. It will provide an integrated payroll solution to serve our military personnel until DIMHRS becomes available.





Quick Check

The ultimate objective of DIMHRS is to integrate Personnel & Pay Management into a different system for each branch of service.

True or False?

Quick Check

Military Pay will undergo a 2 step process over the next several years.

Step 1: Replace DJMS with FCP, then

Step 2: Move all service members onto DIMHRS.

True or False?

Who is developing FCP?

DFAS established a Military Pay Systems Transition Program Office (MSTPO) and directed them to assemble a new system that will meet the needs of military pay.

The MSTPO team includes highly qualified payroll and systems experts who are strongly motivated to support the payroll needs of service members, DFAS and DFAS customers.

This team includes representation from all Service Branches.

The project is managed out of the DFAS Cleveland Project Management Office. Team resources are based mainly in Cleveland, Indianapolis, Denver and Kansas City.

FCP Requirements

Some of the requirements that were set for FCP:

1. Utilize the same COTS (commercial off-the-shelf) software as DIMHRS (PeopleSoft Human Resources Management System & Global Payroll).

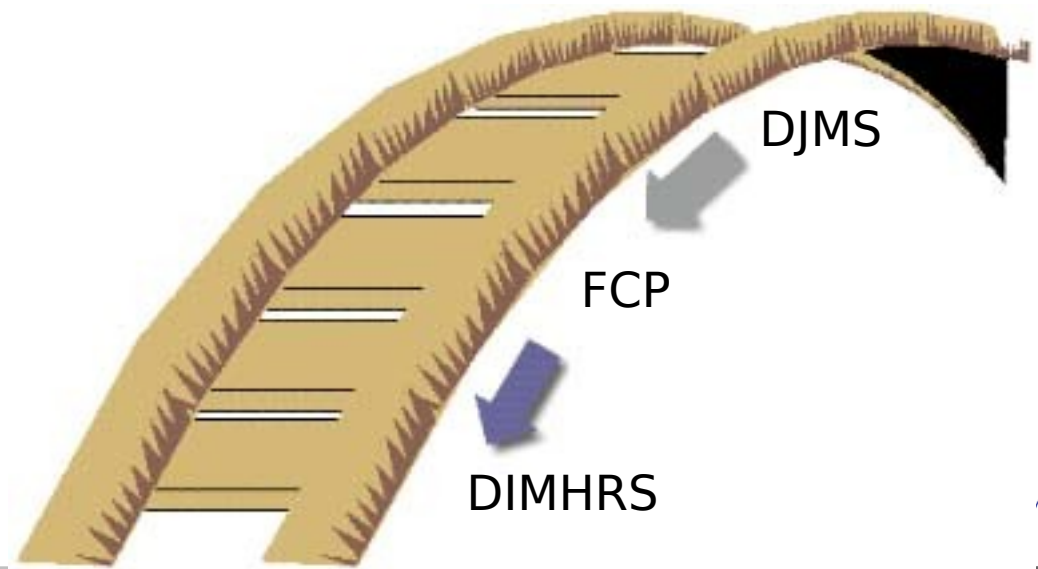
2. Work towards the DoD's goal of an Integrated Military Personnel / Pay System.

3. Support DFAS corporate strategy:

- Process Standardization
- Streamlining Military Pay Capabilities

Benefits of FCP

- Even though FCP is a “bridge” solution, it was designed from the start to make your job easier and your work more efficient!
- Click next to learn how ...



Benefits of FCP

Some of the benefits and enhancements include:

1. One Member > One Pay Database > One Pay Record
2. Standardized Data Across Branches
3. Minimize Change to End-User
4. Reduce Manual Work Arounds
5. Improve Services to Members
6. Reduce Redundant Data Entry, Reports and Interfaces (Screens)
7. Rapid Response to Legislative & Policy Changes
8. Improved Traceability & Audit Trail
9. Transaction Recovery Mechanism
10. Improve (Financial and Accounting) Reporting

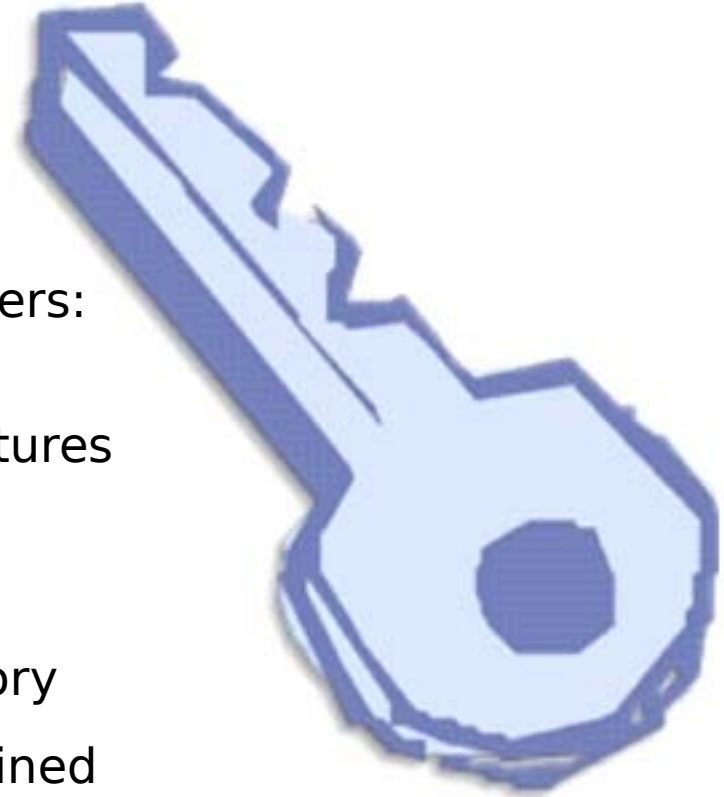
* Click on an item above to view details about it. Or click next to read about each benefit in sequence.

1. One Member > One Pay Database > One Pay Record

FCP Operations Process- Transaction Disposition

Key Points:

- One Payroll System Storing All Members: Active, Guard, Reservists
- Common Shared Data Codes & Structures
- Seamless Integration of Pay Across Components
- Reduced Complexity of Member History
- Support Deployment of Joint & Combined Missions



2. Standardized Data Across Branches

Key Points:

- Adopt Standard Data Element Names
- Easier Data Sharing & Summarization
- Standardized Pay Data Elements & Business Rules, Where Possible
- Designed for and Used by all Services & Components



3. Minimize Change to End-User

Key Points:

- Finance Office & Central Site Resources will primarily use DMO for Input & Transaction Reporting
(The Army Guard will continue to use JUSTIS)
- Connected Site Users Will Have near Real-time Data Validation Against Live Data



4. Reduce Manual Work Arounds

Key Points:

- All Pay Types Stored in New System
- Current on Legislative & Service Changes



5. Improve Services to Members

Key Points:

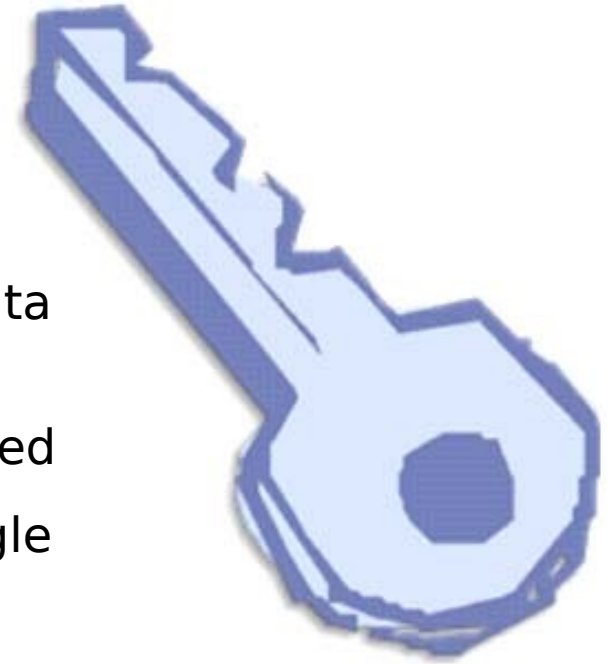
- Improved Accuracy to Member Records
- Reduced Workarounds
- Updated Leave & Earnings Statement
- Support myPay Enhancements
- Pay, Deductions & Leave Accruals Based on Tour of Duty
- Common Pay Routines for All Members
- Ability to Support Mobilized Reservists by Active Duty Field Offices



6. Reduce Redundant Data Entry, Reports and Interfaces

Key Points:

- Single data source eliminates redundant data entry
- Reports & Interfaces ("screens") Consolidated
- Complexity of Interfaces Reduced With Single Source Creation



7. Rapid Response to Legislative & Policy Changes

Key Points:

Can be Rapidly Developed, Tested and Deployed for:

- Legislative changes
- Policy updates / additions
- Other Changes...

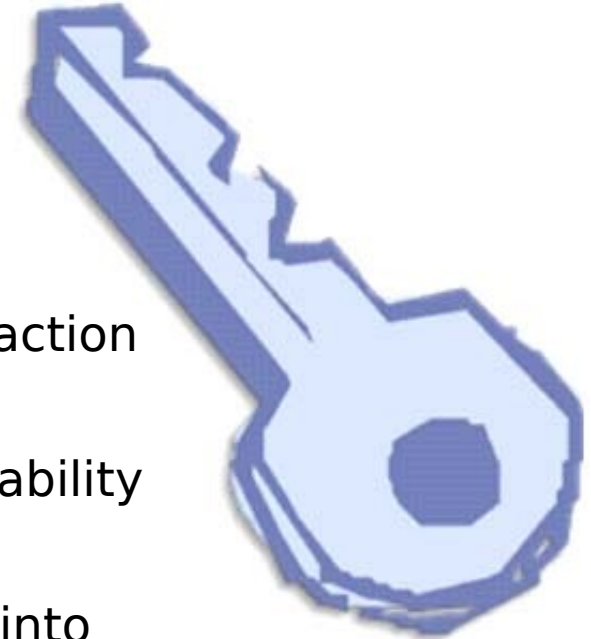
All implementable on one integrated system.



8. Improved Traceability & Audit Trail

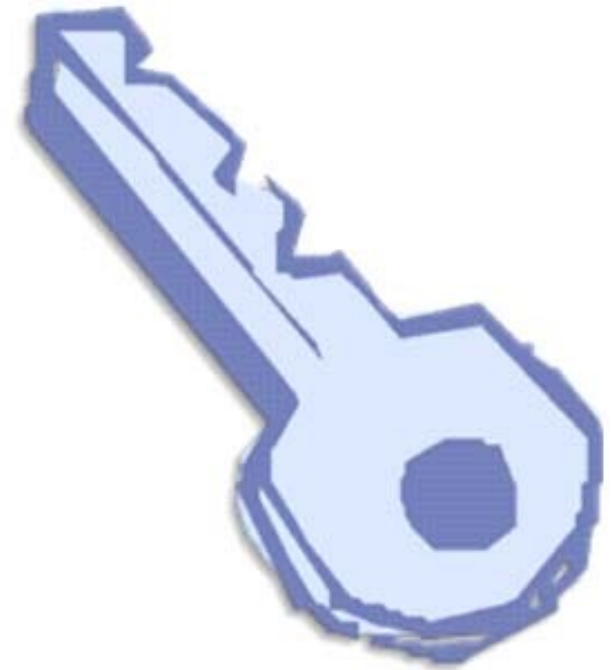
Key Points:

- All transactions are assigned a unique Transaction Code.
- Transaction codes provide recall & trace capability from source of origin to final disposition.
- No data from an unknown source is allowed into FCP.



9. Transaction Recovery Mechanism

If one of the pay components loses communication or goes offline, stored transactions will automatically begin processing as soon as the system is again operational. The system will prioritize the queued transactions as online, then batch, then process from oldest to newest.



10. Improve (Financial and Accounting) Reporting

Summarized military pay transaction data will be transmitted to the DFAS Corporate Accounting and Disbursing Interface (DADI) to support accounting and financial reporting.

In addition, a Pay Warehouse will provide budget and financial personnel the ability to sort, compare, report, summarize and total any data elements within a component across the components.





Quick Check

In FCP, what will allow all transactions to be traced, audited and verified?

Which is the correct item...

Simpler Data Transactions

Standardized Data Elements

Improved Communications Protocols

Transaction IDs

User Reporting Capabilities



Quick Check

In FCP/DMO, what will eliminate redundant data entry?

Click on the correct item...

Single Data Source

Streamlined Reports

Realtime Data Validation

Standardized Data Elements

Simpler Data Transactions



Quick Check

With FCP, what will be one of the advantages of having common data code and structure across all military branches?

Click on one of the advantages...

Reduced data and pay calculation errors.

Reduced complexity of member history.

Integration of pay services across services.

Support for deployment of joint and combined missions.

Support for activation of reserve members.



Quick Check

With FCP, what will primarily be used by finance offices and central site resources for transaction input and reporting?

Click on the correct item...

DJMS-AC

DMO

DADI

MSTPO

Who Will Be Impacted by FCP?

- **Air Force, Army and Navy Active and Reserve Members**
- **Air Force and Army National Guardsmen**
- **Cadets**
- **Midshipmen**
- **Reserve Officer Training Corp Participants**
- **US Health Professions Program Medical Personnel**

All Guards, Reservists & Active Duty service members of the Army, Navy & Air Force will be brought up onto FCP following a phased approach.

In addition, Cadets, Midshipmen, Reserve Office Training Corp participants & US Health Professions Program Medical Personnel will be impacted.



Who Will Be Impacted by FCP?

Who WILL NOT be brought into FCP?

The scope of FCP presently EXCLUDES the:

- **Coast Guard**
- **Marine Corps**
- **Jr. ROTC Instructor Reimbursement Program (IRP)**

The Jr. ROTC IRP will either be accommodated in FCP or another system.



Module Review

**Be sure that you review the information ahead.
Some of this information may be on your final
test!**

Click next to begin the review ...

Module Review

Military Pay will undergo a 2 step process over the next several years.

Step 1: Replace DJMS with FCP.

Step 2: Move all service members into DIMHRS.

The ultimate objective of DIMHRS is to Integrate Personnel & Pay Management Into one pay database regardless of service branch and component.

By standardizing data, all members will be treated the same in the new system.

All finance offices and central site resources will primarily use DMO (Defense MilPay Office) as their transaction input and transaction reporting system. This will minimize changes to end users.

By implementing FCP, many problems related to military pay will be eliminated in our mission to improve service for members.

FCP design allows for rapidly implementing new pay types, which will reduce the need for work-arounds.

Redundant data entry will be eliminated through use of a single data source.



FCP 101 Course

Storyboard

Module 3: Solution:
Forward Compatible Payroll



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Introduction to Module 3

- The first step in moving toward the DoD model of an integrated personnel and payroll system (which will be called DIMHRS) is the assembly and deployment of an interim pay solution. Because the system was designed to be forward compatible to DIMHRS, the name FCP or Forward Compatible Payroll was selected.
- This solution is designed on modern technology using best of breed commercially available and governmentally developed software applications.
- Terms to learn:
 - Commercial Off-the-Shelf: "COTS"
 - Government Off-the-Shelf: "GOTS"

What Is Being Used to Build FCP?

FCP is comprised of a number of Commercial Off the Shelf (COTS) and Government Off the Shelf (GOTS) software packages that have been “glued together”. The functionality resulting from this project is the same functionality presently used in DJMS.

Each software component is from a best of breed software vendor and was selected for its specific features and functionality. Each component plays a very specific role in the FCP system.

Why Use Off-the-Shelf Software? Basic Allowance for Housing (FID “MY”)

DFAS decided to take this approach in developing the new military pay system because it didn't require creating software from scratch. Also it will avoid maintaining a lot of code in the future.

There are a number of excellent software products in the market place that are being maintained and enhanced by their vendors. Using COTS software allows DFAS to select the vendors that best serve our needs, and bring FCP online much faster than if the software was developed from scratch.

What Software and Vendors Are Being Used?

(FYI - This is NOT required for your final test.)

- IBM: Relational Database Management System (this is the platform on which FCP resides).
- COGNOS: Reporting tool.
- PeopleSoft: Employee database and Global Payroll engine.
- Savantage: Allotments, insurance and debts management.
- CA: Aion Business Rules Engine = Repository for business rules.
- Informatica: Software that moves data from PeopleSoft & Savantage into the Pay Warehouse.
- webMethods: Transportation vehicle that connects all the other components together.
- myPay: Front end system used by service members.

The Architecture of FCP

The DFAS Forward Compatible Payroll system is the next generation payroll system for military members.

Based on modern technology, FCP is highly modular and loosely coupled. This means that multiple software products were joined together to create a system that meets the functional needs of military pay.

The Architecture of FCP

Each component within FCP was selected for its specific features and functionality and plays a very specific role.

These software packages are integrated together in an open architecture design. This design is technologically sound and allows FCP to easily communicate with existing DFAS systems, when appropriate.

The User Community

Military pay information originates from a source within a user community. Sources can include:

- Financial Institutions
- Federal and State Agencies
- DoD
- Service Members

Data Input Into FCP

This information is then input into a system that transmits data to FCP via either batch or online transaction entry.

Forms of data input:

- Online Data Entry
- Batch Interfaces

Data Input Into FCP

An initiative has been in process for awhile now to move transaction input off 'green screen' systems and onto DMO. DMO (Defense MilPay Office) provides transaction input and transaction reporting capabilities to finance offices and central site input resources.

Service members are able to view and update certain data associated with their pay records using myPay. While myPay isn't part of the FCP initiative, it does integrate tightly with our efforts.

Forward Compatible Payroll

At the heart of this whole system are the components that make up FCP.

FCP will store transactions and member's information, process it for payroll, then send the information to DADI for disbursement.

We will look at the individual components of FCP in a moment.

Quick Check

FCP is primarily made up of software “components” from outside software vendors. Why?

Click on one of the reasons ...

More secure.

To minimize future maintenance of code.

Programmers were not available.

Project is too complex to create “from scratch”.



Quick Check

FCP's open architecture prevents it from communicating with existing DFAS systems.

True or False?

Quick Check

Several methods of data entry into FCP were described. Which of the items in the list below IS NOT one of the data entry methods for FCP?

Click on one of the reasons ...

Batch Entry

DMO

myPay

DJMS



Module Review

- Be sure that you review the information ahead.
- Some of this information may be on your final test!
- Click next to begin the review ...

Module Review

FCP's construction is modular. It is built from software components supplied by outside software vendors.

One advantage of this approach is that it minimizes future maintenance.

End users will continue using Front End Systems for data entry including DMO, myPay, and interfaces from financial institutions and agencies.

When data is transmitted to FCP, its first stop is the integration broker which transforms the transaction into a format that can be understood by FCP.

Users will only have to remember one username and password to access any component of FCP for which they have permission.

Allotments, garnishments, insurance deduction and other debt processing will be handled within the AR/AP database.

The Pay database houses member data and is optimized for payroll calculation.

The Pay Warehouse houses member data and is optimized for Query, Reporting & Output Interfaces.



FCP101 Course ***Storyboard***

MODULE 4: Relational Database
Technology



Your Financial Partner @ W

Introduction to Module 4

In this Module we will take a brief look at the database technology used in FCP. This technology, called "relational database" technology, will have the benefit of making your work easier and more efficient.

Database Design Overview

What Is A Database?

A database is a collection of related information which is stored within a logical structure.

A database is composed of sets of data called "tables".

Tables

Tables in a database have rows and columns similar to a spreadsheet.

Tables are the structure that allows us to systematically organize our data.

Records

A single row of data in a table is called a "record".

Records contain related data, such as the street, city, state and ZIP code that make up a street address.

Database Design Overview

Fields

An individual piece of data within a record is called a "field".

Fields can also be thought of as the columns of the table.

Relationships

The versatility of relational databases comes from the relationships between tables.

For example, the ID field in the example establishes a relationship between the two tables.

This linking of the tables by relationships makes the database respond as a cohesive whole.

Database Design Overview

What language is used to communicate with a database?

SQL ("Structured Query Language") is the only language used to communicate with a database.

SQL is used to update the database, to obtain information from the database, and so on.

Contrasting the DJMS and FCP Databases

DJMS Database:

Uses Flat File technology.

This is like stuffing every bit of data into a single file folder in a single file cabinet drawer.

Every piece of data was used to process every transaction. The demands were enormous! Each transaction required the system to look through the entire "file cabinet".

Batched once a day, and took many hours for the transactions.

FCP Database:

Relational technology.

Table linking and relationships, typically using an ID field, tightly integrate the data and keep it organized.

Only the required data is used to process a specific transaction. The transaction goes right to the correct file folder in the correct file drawer.

Processes information multiple times per day, and only takes a matter of minutes.



Quick Check

A database is a collection of information logically stored within a structure.

True or False?



Quick Check

Relational databases store information in tables. These tables are linked to one another based on logical relationships in order to create a cohesive database.

True or False?



Quick Check

DJMS is batched once a year, while FCP processes information once a minute.

True or False?



Quick Check

DJMS uses flat file technology where every piece of data is used to process a transaction.

True or False?



Quick Check

Relational databases (like FCP) are linked by related fields to ensure tight integration. Only the required data is used to process a specific transaction.

True or False?

Key Fields

Relational databases don't allow you to store duplicate rows of data on a table. Each record must be unique.

For example, in a table which lists the US states, you couldn't have two records for Arizona or two state codes named AZ.

In order to ensure that each record is unique, certain fields in a table are defined as key fields.

Key fields allow you to uniquely identify rows on a table.

In our table of states, the key field is the CODE field.

CODE	ST_NAME	CONTIGUOUS
AK	Alaska	FALSE
AZ	Arizona	TRUE
AR	Arkansas	TRUE
CA	California	TRUE
DE	Delaware	TRUE
FL	Florida	TRUE
HI	Hawaii	FALSE
IL	Illinois	TRUE





Key Fields

Some tables have one key field.

Others have multiple key fields to allow multiple links, or relationships.

In the example, the key is the emplid PLUS the effdt. These two fields together ensure that the row is unique.

EMPLID	EFFDT	GRADE
00000000009	12-Jan-99	03
00000000009	12-Jan-01	04
00000000009	12-Jan-03	05
00000000009	12-Jan-06	06
00000000009	12-Jan-07	07
		

Effective Dating

As you know, FCP stores member data.

Member data isn't static. A member may change pay grades, they may move or get married, they may get paid IDP or ACIP.

In order to track which member data is current in the system, relational databases use the concept of effective dating.

With effective dating you can store history and current information, even future information in the same table.

This allows a complete chronological history on each member!

Effective Dating

How Effective Dating Works:

The Effective Date is compared to the System Date to determine which record (row of data) is current.

This allows entry of future dated transactions directly into the appropriate table.

History:

Records that have effective dates less than the effective date of the current record.

There can be more than one history record.

EMPLID	EFFDT	GRADE
0000000009	12-Jan-99	03
0000000009	12-Jan-01	04
0000000009	12-Jan-03	05
0000000009	12-Jan-06	06
0000000009	12-Jan-07	07

Effective Dating

Current:

The record with the most recent effective date which is less than or equal to the system date is the current record.

Only one record can be the current record.

EMPLID	EFFDT	GRADE
0000000009	12-Jan-99	03
0000000009	12-Jan-01	04
0000000009	12-Jan-03	05
0000000009	12-Jan-06	06
0000000009	12-Jan-07	07



Effective Dating

Future:

Records that have effective dates greater than the effective date of the current record.

There can be more than one future record.

EMPLID	EFFDT	GRADE
00000000009	12-Jan-99	03
00000000009	12-Jan-01	04
00000000009	12-Jan-03	05
00000000009	12-Jan-06	06
00000000009	12-Jan-07	07





Module Review

Be sure that you review the information ahead.
Some of this information may be on your final test!

Click next to begin the review ...

Module Review

In order to ensure each row is unique, some fields on a table are defined as key fields. These allow you to exclusively identify rows on a table.

The historical data records have effective dates less than the effective date of the current record.

There can be more than one of these records.

The current data records are those with the most recent effective date which is less than or equal to the system date.

Only one record per member can be this type.

The future data records have effective dates greater than the system date.

There can be more than one of these records.

Relational databases store information in tables, where the data is organized in rows and columns.

Relational databases (like FCP) use key fields to link the data tables.

This linking creates relationships which, in turn, creates a cohesive database.

DJMS batched once a day while FCP processes information multiple times per day.



FCP 101 Course ***Storyboard***

Module 5: Impact on
Future Pay Processing



Your Financial Partner @ W

Impact on Future Pay Processing

In order to minimize the impact of the changeover to Forward Compatible Payroll, FCP is keeping the same front-end input and back-end output systems as DJMS.

There will be changes to how military pay operates. The good news is: these changes are for the better!

FCP Impact: An Overview

In this Module we will look at the changes that come with FCP, and a few new concepts that are related to the changes. Here are the topics that we will cover:

1. Tour Types
2. Pay Calculation Model
3. Automated Earnings
4. Deductions & Allotments
5. Gross to Net Calculation
6. Tax Calculation
7. Retroactive Processing
8. Features of Online Transaction Entries

Change #1: Tour Types

For Those Individuals Supporting DJMS-AC, the term "Tour" or "Tour of Duty" may be a new one.

- Tour types, plus other variables, can determine eligibility for certain earnings and deductions.

Tour types can also determine if pay is calculated at a daily or monthly rate.

There are seven tour types.

1. Long Tour
2. Short Tour
3. Reserve Tour
4. Inactive Duty Training Tour
5. Educational Tour
6. Muster Duty
7. Funeral Honors Duty

Let's look at a description of each one.

Change #1: Tour Types

Long Tour

- 1. Long Tour**
- 2. Short Tour**
- 3. Reserve Tour**
- 4. Inactive Duty Training Tour**
- 5. Educational Tour**
- 6. Muster Duty**
- 7. Funeral Honors Duty**

The member is on active duty for 30 days or more. Includes Active Duty members and Reserve/Guard members.

Change #1: Tour Types

Short Tour

1. Long Tour
2. **Short Tour**
3. Reserve Tour
4. Inactive Duty Training Tour
5. Educational Tour
6. Muster Duty
7. Funeral Honors Duty

The member is on active duty for 29 days or less. Specific to Reserve/Guard members.

Change #1: Tour Types

Reserve Tour

1. Long Tour
2. Short Tour
- 3. Reserve Tour**
4. Inactive Duty Training Tour
5. Educational Tour
6. Muster Duty
7. Funeral Honors Duty

The member is a Reserve/Guard member and is allowed to perform drills and active duty.

Change #1: Tour Types

Inactive Duty for Training Tour

1. Long Tour
2. Short Tour
3. Reserve Tour
- 4. Inactive Duty Training Tour**
5. Educational Tour
6. Muster Duty
7. Funeral Honors Duty

The member is performing drills. This tour is specific to Reserve/Guard members.

Change #1: Tour Types

Educational Tour

1. Long Tour
2. Short Tour
3. Reserve Tour
4. Inactive Duty Training Tour
- 5. Educational Tour**
6. Muster Duty
7. Funeral Honors Duty

Members in the Health Professions Scholarship Program (HPSP) and Reserve Officers Training Corps (ROTC).

Change #1: Tour Types

Muster Duty

1. Long Tour
2. Short Tour
3. Reserve Tour
4. Inactive Duty Training Tour
5. Educational Tour
- 6. Muster Duty**
7. Funeral Honors Duty

Members in the Individual Ready Reserve (who are not in the National Guard or Selected Reserve) who are entitled to Muster Duty Allowance.

Change #1: Tour Types

Funeral Honors Duty

1. Long Tour
2. Short Tour
3. Reserve Tour
4. Inactive Duty Training Tour
5. Educational Tour
6. Muster Duty
7. Funeral Honors Duty

Members who participate in funeral honors detail for the funeral of a veteran, and who are authorized to receive compensation for this duty.

Change #2: Pay Calculation Model

In FCP there are business rules that control which types of pay transactions can be entered into FCP.

For instance, while a member is in the status of AWOL, it's not possible to establish BASIC PAY on their account.

Once pay types have been established on a member's record (example: member is enrolled in BASIC PAY, BAH, COLA, AVIATION PAY, etc.), the system utilizes a three dimensional pay model to determine

- a) which earnings the member is authorized to be paid for this period, and
- b) what the payment amount is based on computation factors

To derive pay, they must be:

- In the correct duty status.
- On the correct tour type.
- Have correct pay computation factors (of which there are about 80).



Change #3: Automated Earnings

Members automatically receive authorized earnings when due - with no manual intervention - through two steps:

- 1) Enroll (establish) the member within system
- 2) Payroll calculation determines eligibility / authorization

Established + Eligible = Payment

Change #4: Deductions Including Allotments

Currently DJMS - RC does not support allotments.

In FCP, all members on the database will be able to participate in all allotments, if authorized.

A member can elect an allotment. During payroll calculation, FCP will determine if the member is eligible to participate in the allotment.

If yes, the allotment amount will be calculated.

Change #4: Deductions Including Allotments

Key Points:

- All authorized members are eligible to participate in deductions / allotments (including RC).
- Member elects deduction.
- Payroll calculation determines eligibility & authorization.
- When eligibility is no longer met, system stops deduction.

Change #5: Gross To Net Calculation

FCP calculates member's pay via a monthly gross to net calculation process.

On the first update of the month, the member's month-end projected payment is calculated. In addition, the member's monthly pay is recalculated periodically throughout the month as needed (as the member's record is changed). Net pay is monthly gross minus pre-tax deductions, taxes and post-tax deductions.

The system has the capability to calculate and disburse pay daily, weekly, semi-monthly, and monthly. For drilling Reservists, pay can be distributed the same day the member's drill transaction was input.

Change #5: Gross To Net Calculation

Key Points:

- Monthly gross pay = total value of member's monthly earnings.
- Net = monthly gross minus pre-tax reductions, taxes & post-tax deductions.
- Calculated at the 1st of each month, plus FCP calculates each time member record changes.
- Supports disbursement of pay any day of the week, based on DoD FMR & management discretion.
- Supports payment rules and amounts for all valid pay transactions.

Change #6: Tax Calculation

Wages and tax rates are derived based on the member's W-4 information, state, presence in Combat Zone and tax rates that are stored on a tax table.

Therefore, if tax rates change the tax tables gets updated. Then member's taxes are recalculated.

Key Points:

System Bases Taxation on Member

- **Wages**
- **W-4 Information**
- **State**
- **Presence in Combat Zone**

Rates

- **Federal & State Tax Rate Tables (effective-dated)**

Change #7: Retroactive Processing

Retroactive processing within FCP takes place if the member's record gets updated in a month after the change takes effect.

Once FCP is established, FCP will have the capability to recalculate full pay for each affected month.

FCP will provide commentary for what changed at the time of recalculation (this information can be printed on the member's LES!) and will track carry forward balances to be paid or subtracted from the member's next payment. At the time of retro processing, the system will not only recalculate the member's gross pay, it will also reprocess the gross-to-net process to determine proper taxation for each month.

This should eliminate many of the existing tax problems currently experienced in DJMS.

- **Pay & Taxes Recalculated for Each Month Impacted**
- **Pay Difference Resolved Next Pay Period**
- **Original Accounting Entry Reversed Out / New Accounting Entry Posted**

Change # 8: Features - Online Transaction Entries

FCP will accept transactions 24 / 7 / 365 days a year.

Because FCP is an effective dated system, it can accept future dated transactions ... if they're allowed by the business rules.

When data is input into a connected DMO site or directly into FCP, up-front validation of input will occur. The result is immediate notification of entry errors including duplicate transaction entry.

Once the transaction information is entered into FCP a pay calculation flag gets set telling the system that a change was made to this member's record. Next time that pay runs, this record will be processed.

Key Points:

- **Live: 24 hours / 7 days a week / 365 days a year**
- **Enter Future Transactions**
- **Up-Front Validation of Input**
- **Flag set to Trigger Pay Computation**





Module Review

Be sure that you review the information ahead.
Some of this information may be on your final test!

Click next to begin the review ...

Module Review

A LONG tour is when a member is performing regular active duty for 30 days or more and includes active duty.

An EDUCATIONAL tour is when Reserve Members are entitled to an Education Stipend such as ROTC, Health Professions Scholarship Program.

A RESERVE tour is used when the member is participating in a regular Reserve program.

~~Members automatically receive authorized EARNINGS when due through a two step process.~~

The system will maintain complex rules using a two step process to ensure members get paid for all authorized ENTITLEMENTS.

The month-end projected payment is calculated at the first update of the month, plus FCP calculates each time a member record changes.

Pay & taxes are recalculated for each month impacted. The pay difference is resolved next pay period.

Because FCP is an effective date based system, it can accept future dated transactions (if allowed by the business rules).



FCP 101 Course ***Storyboard***

Module 6: *FCP Transactions
& Reports*



Your Financial Partner @ W

FCP Transactions & Reports

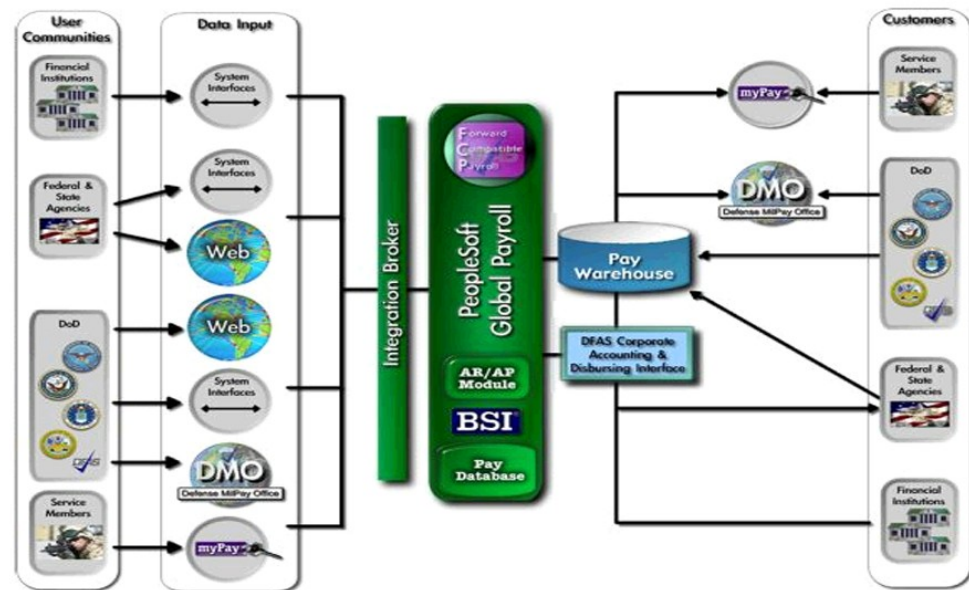
This Module will examine the steps a transaction goes through in order to get written to the database. Once written to the database, that transaction is available for processing during the next pay calculation process.

In addition, we'll look at a copy of the proposed Leave & Earnings Statement.

Data Input

In an earlier Module we talked about data coming from various user communities and being input into data input vehicles, such as DMO, myPay, or personnel systems.

This data is then transmitted to the Integration Broker within FCP.





Integration Broker

The Integration Broker transforms this data into a format that is understandable by FCP prior to writing this information to the pay database.

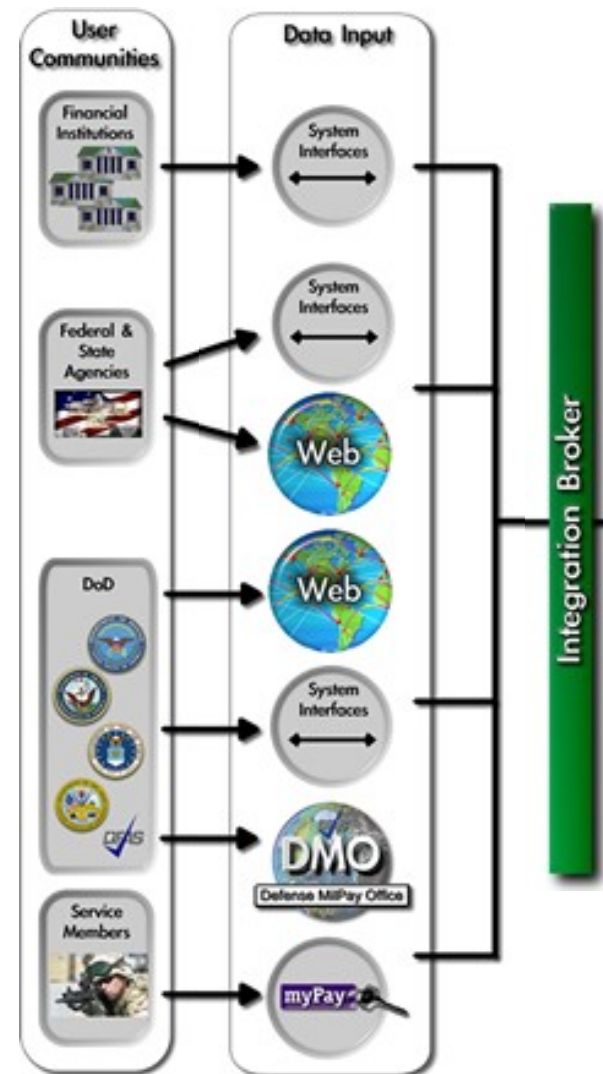
Transaction Flow

Data coming into FCP must come from a trusted source. Trusted sources include DMO, myPay, personnel systems and external agencies.

Front-end systems:

- DMO
- myPay
- JUSTIS
- Personnel Offices
- External Agencies

Before transactions are written into FCP, they must first be transformed from the DJMS format and into the FCP format. This is one of the jobs of the Integration Broker.



Transaction Types

Currently, there are two types of standard transactions in FCP: Pay Items and

Pay Items

Earnings

- **Bonuses**
- **Allowances**
- **Base Pay**

Deductions

- **Allotments**
- **Debts**
- **Garnishments**
- **Bonds**
- **TSP**

Events

Accession

Separation

Reenlistment

AWOL

Promotion

Transaction Types

Pay Items directly impact a portion of a member's pay. They include earnings and deductions.

Pay Items

Earnings

- Bonuses
- Allowances
- Base Pay

Deductions

- Allotments
- Debts
- Garnishments
- Bonds
- TSP

Events

Accession

Separation

Reenlistment

AWOL

Promotion

Transaction Types

Events are personnel activities such as accession, separation or reenlistment

Pay Items

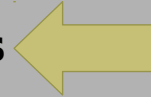
Earnings

- Bonuses
- Allowances
- Base Pay

Deductions

- Allotments
- Debts
- Garnishments
- Bonds
- TSP

Events



Accession

Separation

Reenlistment

AWOL

Promotion

Transaction Components

A transaction is generally made up of four components:

- 1) Member information and transaction IDs
- 2) Action indicator (e.g. start, stop, report, change, correct)
- 3) Transaction dates including prior start & prior stop. Start & stop.
- 4) Data fields that need to be updated to support this transaction.

For instance, if the transaction is to update a member address, address fields would be part of the transaction. If it was to update a member's Tour of Duty code, then tour of duty would be part of the transaction.

Quick Check

1. In order for data to get input into FCP it must come from a trusted source which includes DMO, myPay, personnel systems and external salespeople.
2. In order for data to get input into FCP it must come from a trusted source which includes DMO, don'tPay, personnel systems and external agencies.
3. In order for data to get input into FCP it must come from a trusted source which includes DMO, myPay, personnel systems and external agencies.

Which statement above is TRUE?

Quick Check

1. A transaction is generally made up of four components: a) the member ID information, b) an action indicator, c) transaction dates, and d) the data fields that need to be updated.
2. A transaction is generally made up of four components: a) the member shoe size, b) a shoe color indicator, c) transaction dates, and d) the data fields that need to be updated.
3. A transaction is generally made up of four components: a) the member ID information, b) an action indicator, c) transaction dates, and d) the strawberry fields forever.

Which statement above is TRUE?

Transaction Input Steps (Overview)

In order to enter a batch or online transaction into FCP, the following three steps must occur. We will look at each step.

Steps in Transaction Input

- Transaction Preparation
- Transaction Authentication & Editing
- Transaction Submission

Transaction Input Steps: 1. Transaction Preparation

The transaction preparation stage of the transaction input flow is the same for all transactions.

All transactions flow through a series of edits. These edits are very basic and generally identical to the same editing that DMO currently performs. For example: Is the SSAN 9 character numeric? Are the dates valid? In FCP, we call these LEVEL 1 EDITS.

Once input is received by FCP, it is then transformed into the FCP format. FCP expects to receive many transactions in the old DJMS format. Therefore, it will need to transform the data.

A Transaction / Audit ID is also assigned to this transaction. All transactions will have a 12 character sequential number assigned to them as they enter into the system. These will tie the transaction to input source (batch id, if applicable), operator id, and date/time of entry.

Key Points:

- **Validation Edits**
- **Data Transformation into FCP Format**
- **Assignment of Transaction ID / Audit ID**

Transaction Input Steps: 2. Editing & Authentication

Transactions will undergo rigorous edits against the FCP database / business rules. These edits ensure that the transactions meet the requirements of FCP. These are defined as LEVEL 2 EDITS.

Questions this editing will answer:

- Is this a duplicate transaction or is it being entered for a period of time that's already accounted for?**
- Is the data contained in the data fields valid against FCP domain tables or data edits?**
- Is all necessary data included in the transaction?**

Next the system will determine if the transaction is from an authorized source.

If no, a message will be returned to the input operator that they aren't authorized to perform this function.

If yes, but the transaction doesn't pass edits... An error message will be generated.

If yes, and the transaction passes edits... The data will be written to the database.

Key Points:

- Rigorous System Level Edits**
- Authorized Source**

Transaction Input Steps: 3. Transaction Submission

If the transaction meets the criteria in the prior steps, the transaction is then submitted to the database for processing. Business rules determine if the member is eligible for the transaction. They also determine which tables in FCP need to be updated.

Transactions are written to one of two places:

- The PeopleSoft database (houses personnel and earnings data)
- or the
- Accounts Receivable / Accounts Payable database (deduction data)



Transaction Tools

There are behind the scenes tools used by the Integration Broker to ensure that:

- Transactions complete in a reasonable amount of time, and that
- Transactions are logged and tracked.



Quick Check

In order to enter a batch or online transaction into FCP, the following three steps must occur:

- a) Transaction Preparation,
- b) Transaction Authentication & Editing, and
- c) Transaction Submission.

True or False?



Quick Check

Each transaction flows through a series of basic validation edits, then is transformed into the FCP format and a 12-digit transaction / audit ID is assigned to the transaction.

True or False?



Quick Check

Transactions are written to one of two places:

- a) the PeopleSoft database that houses personnel and earnings data, or
- b) the Integration Broker database.

True or False?

Reports

Key Points:

- DMO transaction reporting will continue to be handled in DMO.
- Mandated reports will be included in FCP.
- Ad hoc query & reporting capability to be deployed.

Leave & Earnings Statement (LES)

An electronic LES is also being designed for inclusion in myPay. All members will receive the same LES regardless of branch of service and regardless of component.

As it stands right now, service members will receive one LES at the end of the month. This LES will reflect all payments issued during the month.

Advice of Payment (AOP)

If members want to view payment information associated with mid-month or other payments, they will need to go out to the myPay portal. This information will be made available to them on an Advice of Payment ("AOP") report.

Payment Reports

Key Points:

- Same LES for All Service Members on FCP
- LES Issued at End of Month
- Electronic Copy on myPay
- Mid-month or other payments reported on AOP
- Net Pay Statements Accessible on myPay after Each Pay Distribution



Module Review

Be sure that you review the information ahead.
Some of this information may be on your final test!

Click next to begin the review ...

Module Review

In order to enter a batch or online transaction into FCP the following three steps must occur:

- a) Transaction Preparation**
- b) Transaction Authentication & Editing**
- c) Transaction Submission**

Each transaction flows through a series of basic validation edits, then is transformed into the FCP format and a 12-digit transaction / audit ID is assigned to the transaction.

Transactions are written to one of two places:

- a) The PeopleSoft database that houses personnel and earnings data.**
- b) The AR/AP database that houses deduction data.**

All members will receive the same LES regardless of branch of service or component.



FCP 101 Course ***Storyboard***

Module 7: *Course Review*



Your Financial Partner @ W

Introduction to Module 7

In this Module we'll review some of the key information that will be on the final quiz. Our topics are:

- 1) Key Benefits of FCP
- 2) FCP Overview (architecture)
- 3) Pay Calculation Model
- 4) Transaction Input Steps
- 5) Reports and Leave & Earnings Statement

1: Key Benefits of FCP

1) One Database
Houses All Service
Members: Active, Guard
& Reserve

**All members will be
stored on the same
database regardless of
branch of service &
service component.**



1: Key Benefits of FCP

2) One Member / One Comprehensive Pay Record

FCP stores data in a format that will allow us to look at a chronological view of a member's entire pay history.



1: Key Benefits of FCP

3) Improved Mobilization Pay Support

Ability to mobilize
reservists via:

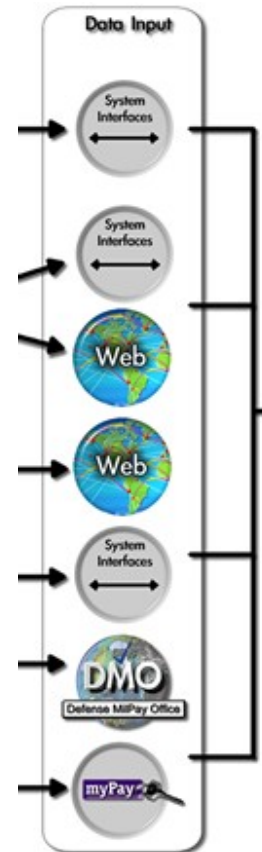
- Single pay record for Active, Reserve or Guard members.
- Common pay calculation routines for all members.
- Ability to support mobilized reservists by active duty field finance office.



1: Key Benefits of FCP

4) Real-Time Error Messages for On-Line DMO Transactions

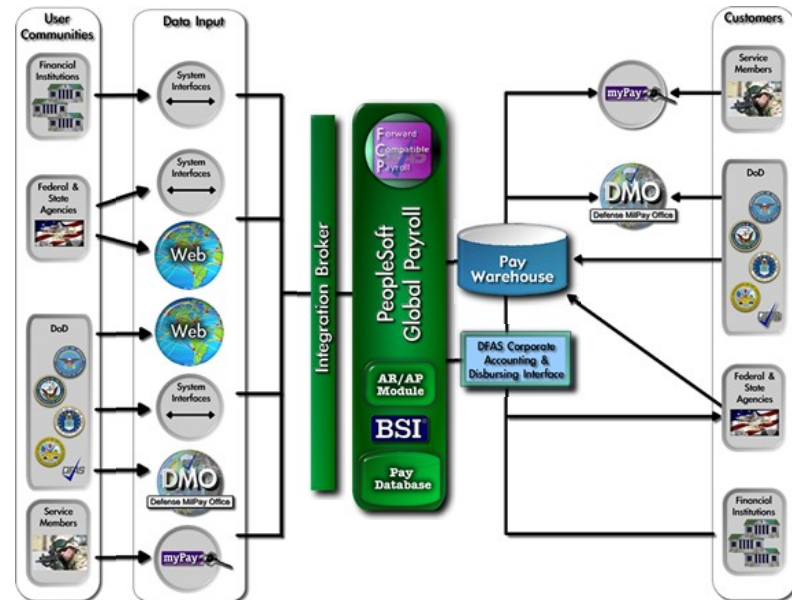
Some DMO transactions will be entered in on-line mode rather than batch. This will allow us to perform error checking against the pay database.



1: Key Benefits of FCP

5) Rapid Response to Legislative & Policy Changes

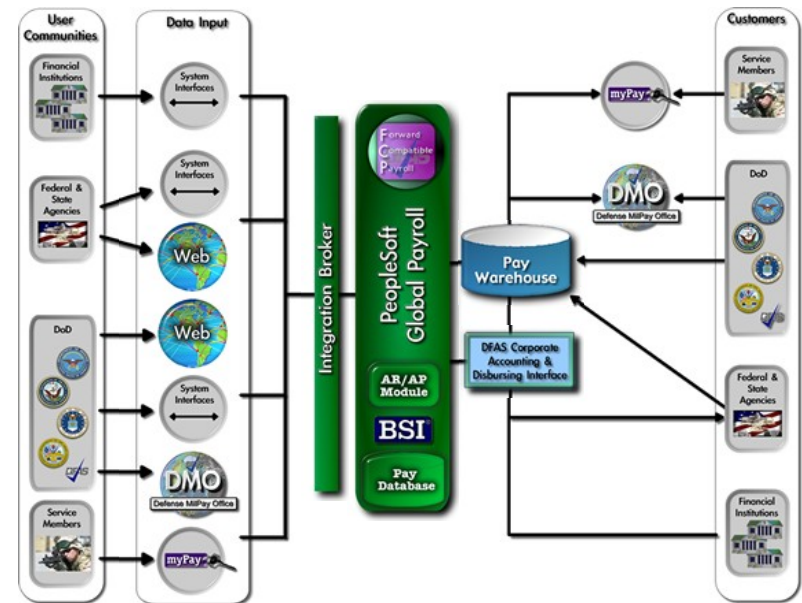
Rather than programming complex code to support system changes, development resources will use a “cookbook” or step by step instruction guide to update tables within FCP.



1: Key Benefits of FCP

6) Easy & Secure Access to Payroll Information via Query & Reporting

Query and reporting capabilities will be enhanced. Individuals will be able to write many of their own reports rather than having to depend on programmers.



1: Key Benefits of FCP

7) Built in State-Of-Art Technology

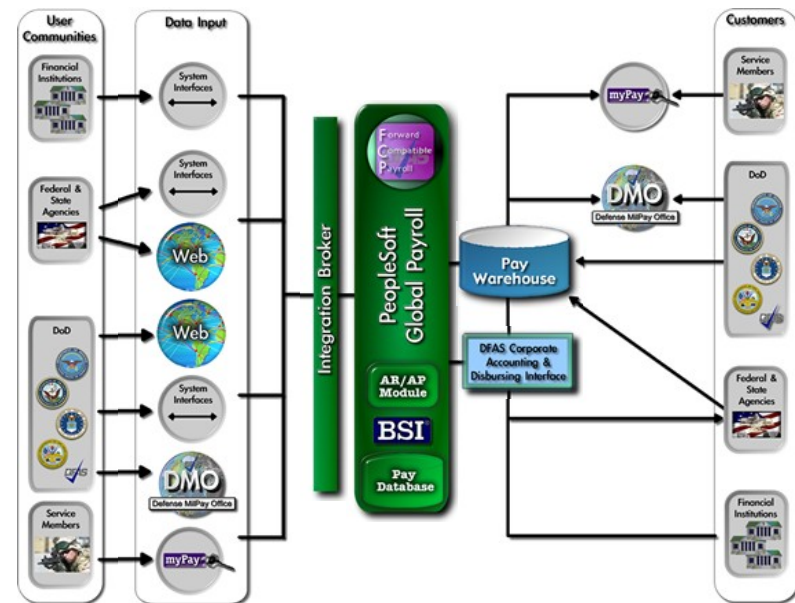
Advances in technology provide more efficient and effective pay services. It also allows the flexibility to adjust to changes in legislation and services.



1: Key Benefits of FCP

8) Seamless Integration With Existing Input & Output Systems

FCP is integrated with existing input systems and output systems. This supports one of our requirements to provide limited impact to the field.



1: Key Benefits of FCP

9) Better Service & More Accurate Pay

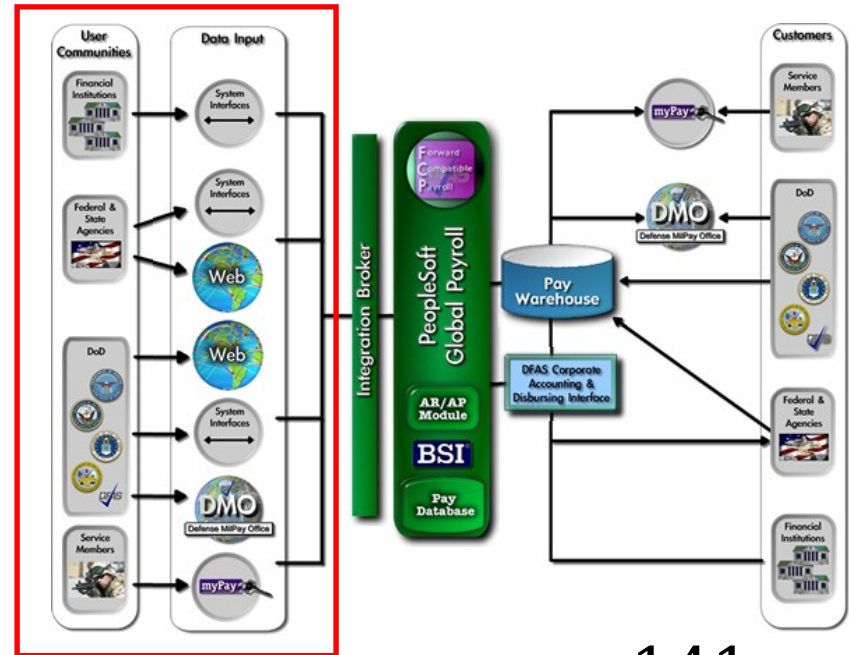
Our service members will see better service and more accurate pay as we reduce or eliminate problems with taxes, TSP, balancing and workarounds.



2: Forward Compatible Payroll

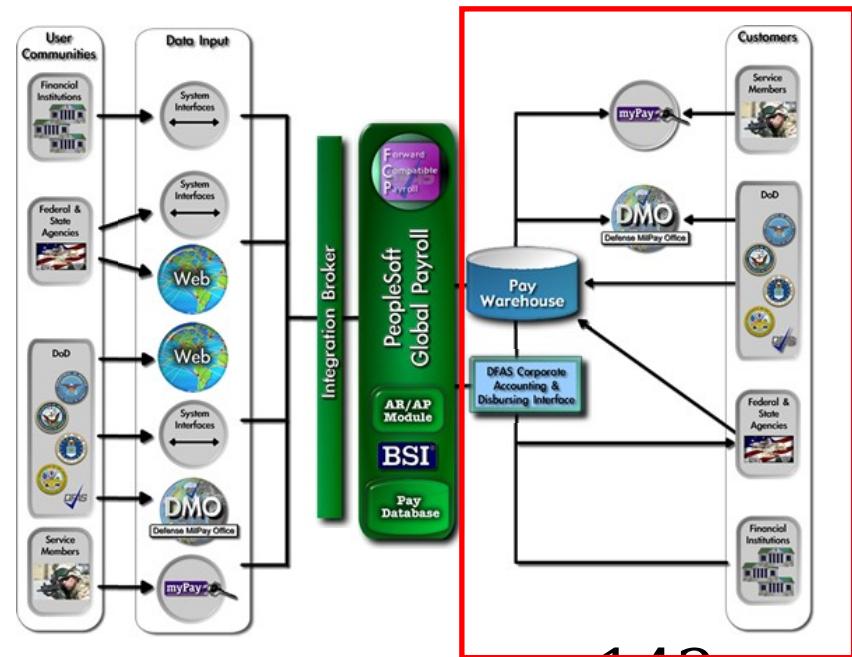
FCP will effectively communicate with data input, output and customer systems.

These are the input systems that will feed FCP. They include both batch interfaces and on-line transaction systems. These feeds continue to come from agencies that are currently providing transactions for military pay.



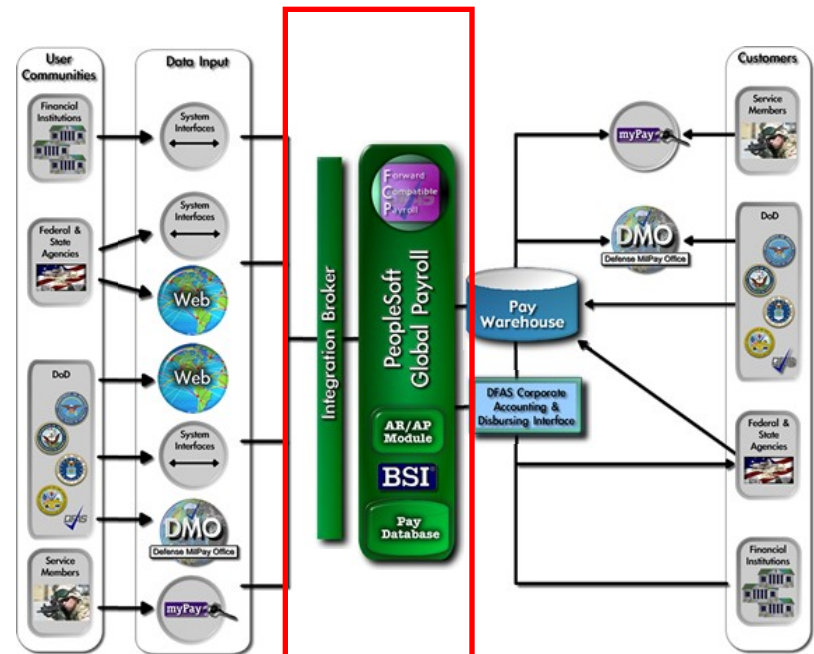
2: Forward Compatible Payroll

On the back end of FCP there's a pay warehouse for reporting and a DFAS Accounting & Disbursement Interface that will send monthly summary information to DFAS accounting systems. These back end systems will support current and potential future customer needs.



2: Forward Compatible Payroll

At the center of this diagram are the components that make up FCP. FCP will store transactions and members information, process it for payroll, then send the information to DADI for disbursement.

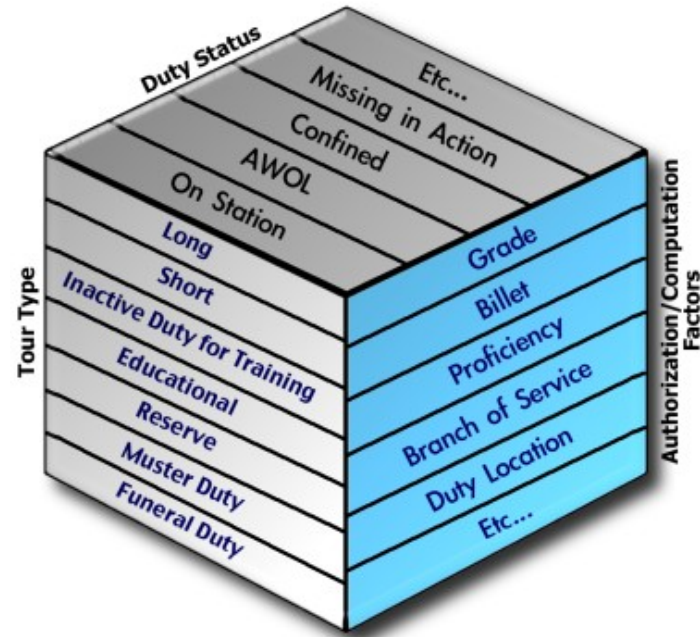


3: Three Dimensional Pay Model

There are business rules that control which types of pay transactions can be entered into FCP.

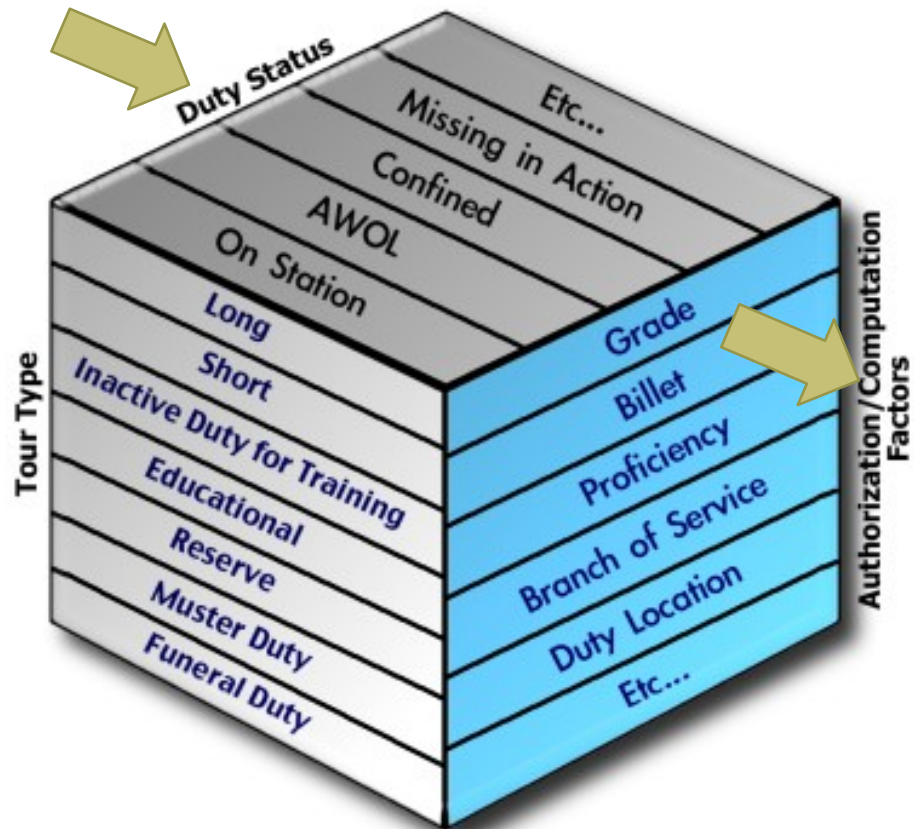
For instance, while a member is in the status of AWOL, it's not possible to establish BASIC PAY on their account. Once pay types have been established on a member's record (example: member is enrolled in BASIC PAY, BAH, COLA, etc.), the system utilizes a three dimensional pay model to determine:

- which earnings the member is authorized to be paid for this period
- what the payment amount is based on computation factors



3: Three Dimensional Pay Model

To derive pay, they must be in the correct duty status, on the correct tour type and have correct pay computation factors (of which there are about 80).



4: Transaction Input Steps

In order to enter a batch or online transaction into FCP, the following three steps must occur.

Steps in Transaction Input

- Transaction Preparation
- Transaction Authentication & Editing
- Transaction Submission

Once the transaction is submitted, it will be available for calculation of p

5: Reports and Leave & Earnings Statement (LES)

Reports:

- DMO transaction reporting will continue to be handled in DMO.
- Mandated reports will be included in FCP.
- Ad hoc query & reporting capability to be deployed.

All members will receive the same LES regardless of branch of service and regardless of component.

As it stands right now, service members will receive one LES at the end of the month. This LES will reflect all payments issued during the month.

5: Reports and Leave & Earnings Statement (LES)

If members want to view payment information associated with mid-month or other payments, they will need to go out to the myPay portal.

This information will be made available to them on an Advice of Payment ("AOP") report.

LES:

- Same LES for All Service Members on FCP
- LES Issued at End of Month
- Electronic Copy on myPay
- Mid-month or other payments reported on AOP
- Net Pay Statements Accessible on myPay after Each Pay Distribution



FCP 101 Course ***Storyboard***

Module 8: *Course Quiz*



Your Financial Partner @ W

Course Quiz Question 1

Service members will be on ____ pay database, regardless of service branch and component.

Deployment
One
Minimize
Required
Redundant
Improve

Click on the missing word(s) or phrase(s):

Course Quiz

Question 2

By _____ data, we can ensure that all members are treated the same in the new system.

Minimize
Redundant
Reduce
Deployment
Standardizing
One

Click on the missing word(s) or phrase(s):

Course Quiz Question 3

All finance offices and central site resources will use DMO (Defense MilPay Office) for transaction input and reporting. This will _____ changes to end users.

Standardizing
Minimize
Database
One
Redundant
Deployment

Click on the missing word(s) or phrase(s):

By implementing FCP, many problems related to military pay will go away as we _____ service to members.

Deployment
One
Minimize
Reduce
Improve
Standardizing

Click on the missing word(s) or phrase(s):

Course Quiz

Question 5

FCP design allows for rapidly implementing new pay types, which will _____ the need for work-arounds.

Required
Redundant
Reduce
Deployment
Standardizing
Improve

Click on the missing word(s) or phrase(s):

_____ data entry will be eliminated through a single data source.

Deployment
One
Minimize
Reduce
Redundant
Standardizing

Click on the missing word(s) or phrase(s):

Course Quiz Question 7

FCP is _____, Best of Breed software which DFAS has purchased as modular components, that are integrated for forward com

Modern Technology
Minimize
Pay Warehouse
AR/AP Database
Security Capability
Redundant

Click on the missing word(s) or phrase(s):

Course Quiz Question 8

End users will continue using Front End systems for _____ include DMO, myPay and interfaces from financial institutions and agencies..

Minimize
Integration Broker
AR/AP Database
Modern Technology
Deployment
Data Entry

Click on the missing word(s) or phrase(s):

Course Quiz Question 9

When data is transmitted to FCP, its first stop is the _____.
This transforms the transaction into a format that FCP can understand.

Historical Data
AR/AP Database
Pay Database
Modern Technology
Redundant
Integration Broker

Click on the missing word(s) or phrase(s):

Course Quiz

Question 10

Centralized _____ will be in place and managed for all FCP components through integration with the CAC cards.

Data Entry
Improve
Integration Broker
Security Capability
Modern Technology
Pay Database

Click on the missing word(s) or phrase(s):

Course Quiz Question 11

The _____ handles Member Data and is optimized for Payroll Calculation.

Integration Broker
Data Entry
AR/AP Database
Redundant
Deployment

Click on the missing word(s) or phrase(s):

Course Quiz Question 12

The _____ houses Member Data and is optimized for Query, Reporting and Output interfaces.

Pay Database
Modern Technology
Data Entry
Security Capability
Integration Broker
AR/AP Database

Click on the missing word(s) or phrase(s):

Course Quiz Question 13

In order to ensure that each row is unique, some fields on a table are called as _____. These allow you to uniquely identify rows on a table.

Security Capability
AR/AP Database
Pay Database
Pay Warehouse
Modern Technology
Integration Broker

Click on the missing word(s) or phrase(s):

Course Quiz Question 14

The _____ rows have effective dates less than the effective date the current row. There can be more than one of these rows.

Required
Current Data
Data Entry
Modern Technology
Key Fields
Future Data

Click on the missing word(s) or phrase(s):

Course Quiz Question 15

The _____ rows are those with the most recent effective date less than or equal to the system date. Only one row can be this type.

Modern Technology
Pay Database
Historical Data
Future Data
Relational Databases
Security Capability

Click on the missing word(s) or phrase(s):

Course Quiz Question 16

The _____ rows have effective dates greater than the system data.
There can be more than one of these.

Future Data
Current Data
Historical Data
Key Fields
Pay Databases
Relational Databases

Click on the missing word(s) or phrase(s):

Course Quiz Question 17

A _____ is a collection of information logically stored within a structure.

AR/AP Database
Database
Deployment
Required
Redundant
Historical

Click on the missing word(s) or phrase(s):

Course Quiz Question 18

_____ store information in tables. These tables are linked to one another based on logical relationships to create a cohesive database.

Security Capability
AR/AP Database
Pay Database
Relational Databases
Modern Technology
Integration Broker

Click on the missing word(s) or phrase(s):

Course Quiz Question 19

DJMS batched once a day, while FCP processes information several times _____.

Redundant
A Week
A Day
An Hour
Current Data
Required

Click on the missing word(s) or phrase(s):

DJMS uses "flat file" technology where ____ piece of data is used to process a transaction.

Pay Warehouse
One
Required
Every
Deployment
Database

Click on the missing word(s) or phrase(s):

Course Quiz Question 21

Relational databases, like FCP, are linked by related data to ensure ti integration and that only the _____ data is used to process a transa

Integration Broker
Pay Warehouse
Redundant
AR/AP Database
Required
Improve

Click on the missing word(s) or phrase(s):

Course Quiz Question 22

A ____ tour is when a member is performing regular active duty for 30 days or more and includes active duty.

Reserve
Educational
Long
One
Resolved
Future Data

Click on the missing word(s) or phrase(s):

Course Quiz Question 23

An ____ tour is when Reserve members are entitled to an educational stipend such as ROTC, Air First College, or Health Professions Scholarship Program.

Educational
Required
Redundant
Deployment
Resolved
Standardizing

Click on the missing word(s) or phrase(s):

Course Quiz

Question 24

A _____ tour is used when the member is participating in a regular Reserve program.

Redundant
Reserve
Deployment
Required
Educational
Long

Click on the missing word(s) or phrase(s):

Course Quiz

Question 25

Members automatically receive authorized _____ when due through a two-step process.

Data Entry
Historical Data
Earnings
Deduction
Key Fields
Database

Click on the missing word(s) or phrase(s):

Course Quiz

Question 26

The system will maintain complex rules using a two-step process to ensure members get paid for all authorized _____.

Entitlements
Deductions
Key Fields
Historical Data
Educational
Current Data

Click on the missing word(s) or phrase(s):

Course Quiz

Question 27

The month-end projected payment is calculated on the first update of the month, plus FCP calculates ____ a member record changes.

A Week
Every Day
A Day
Effective Date
Each Time
An Hour

Click on the missing word(s) or phrase(s):

Course Quiz Question 28

Pay and taxes are recalculated for each month impacted and the pay difference is _____ in the next pay period.

Every
Educational
Improve
Required
Resolved
Redundant

Click on the missing word(s) or phrase(s):

Course Quiz Question 29

Because FCP is an _____ based system, it can accept future dated transactions if allowed by the business rules.

Educational
Modern Technology
AR/AP Database
Earnings
Integration Broker
Effective Date

Click on the missing word(s) or phrase(s):

Course Quiz

Question 30

To enter a transaction into FCP, the following must occur: Transaction Preparation, Transaction _____ & Editing, and Transaction _____

Standardizing
Authentication
Deployment
Submission
Required
Deduction

Click on the missing word(s) or phrase(s):

Course Quiz Question 31

After basic validation editing, each transaction is transformed into FCF format and a 12-digit _____ ID is assigned to it.

Deployment
Earnings
Transactional/Audit
Authentication
Reserve
Educational

Click on the missing word(s) or phrase(s):

Course Quiz Question 32

Transactions are written to one of two places. One of these is the PeopleSoft database which houses personnel and _____ data.

Earnings
Submission
Educational
Redundant
Required
Transaction/Audit

Click on the missing word(s) or phrase(s):

Course Quiz Question 33

The other place where transactions are written is the Accounts Receivable / Accounts Payable database, which houses _____ data.

Required
Authentication
Reserve
Deployment
Long
Deduction

Click on the missing word(s) or phrase(s):

Course Quiz Question 34

The _____ logs the transaction flow to anticipate problems and times each process step to ensure timely processing.

Future Data

Relational Databases

Effective Date

Security Capability

Integration Broker

Effective Date

Click on the missing word(s) or phrase(s):

Course Quiz

Question 35

All members will receive the _____ LES regardless of branch of service or component.

One

Same

Long

Required

Authentication

Reserve

Click on the missing word(s) or phrase(s):

You Passed!



This certifies that

**successfully passed the FCP 101
course on <<date>>**